

RESOLUTION NO. 080428

Declaring Tuesday, April 22, 2008 as Equal Pay Day throughout the City of Kansas City, Missouri.

WHEREAS, forty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of unequal pay; and

WHEREAS, according to statistics released in 2007 by the U.S. Census Bureau, year-round, full-time working women in 2006 earned only 77 percent of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics in 2001, women earn less in every occupational classification for which enough data is available; and

WHEREAS, higher education is not free from wage discrimination. According to a U.S. Department of Education analysis, full-time, female faculty members earn nearly nine percent less than their male counterparts; and

WHEREAS, fair pay strengthens the security of families and eases future retirement costs, while enhancing the American economy. Tuesday, April 22, symbolizes the time in the New Year in which the wages paid to American women catch up to the wages paid to men from the previous year; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

That the Mayor and Council hereby declare Tuesday, April 22, 2008 as Equal Pay Day throughout the City of Kansas City, Missouri; and

BE IT FURTHER RESOLVED that this Resolution be spread upon the Minutes of the Council in testimony thereof and that a copy hereof be presented to Buying Influence, Inc. with the Mayor and Council urging urge the citizens of Kansas City to recognize the full value of women's skills and significant contributions to the labor force, and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

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